

Dear State Employees,

It gives me great pleasure to welcome the month of July, as it marks the first wage adjustment for all state employees since we began this important journey just over a year ago. Foremost, I thank you for supporting the effort to achieve fair and equitable pay throughout state government, and I appreciate your proven patience as we strive to get there.

You will find a 3% External Cost Adjustment added to your paycheck this month, which will continue until next July when an additional 3% will take effect. Subject to legislative approval, I hope to make cost-related adjustments standard in the budget to help sustain their funding even after this administration. Also, through some unexpected shifting in overall personnel and impressive backing from the agencies, approximately 1200 state employees will receive an equity adjustment to 95% of their market entry classification instead of 90% as originally planned. On the whole, every state employee will now be earning at least 98% of their entry market value.

Even in light of these early successes, I recognize that these steps are the first of many, and only begin to correct a massive and complex system. We didn't get here overnight, and we aren't going to fix it in a day. As such, there are a number of efforts underway to further strengthen the total compensation package for all state employees.

- 1) Based upon your comments and suggestions, the official Compensation Policy Rules are going out for a second public comment period, and are expected to finalize by the end of August. For the record, bridging has been left fully intact, as has the language that allows exempt employees to earn compensatory time when they work on a holiday.
- 2) A multi-agency committee is hard at work developing specific policies to be implemented with the new rules. Our goal is to establish meaningful standards while maintaining agency flexibility to attract and retain a quality workforce. Upon completion, these policies will be critiqued by a separate multi-agency committee and then forwarded to my office for final approval.
- 3) Now that we have reached a fair and equitable foundation to build on, it's time to begin focusing on a performance management system that allows us to recognize and reward exceptional performance. The state will roll-out supervisor and management training later this fall to prepare for system implementation in July 2005.
- 4) Starting in early August, you will begin receiving a quarterly mailing from the Governor's Office called the WIN / WIN Publication, which highlights the linkages between personal health decisions and job productivity, healthcare costs, and earning potential. Watch for it in your mail, and let me know what you think.

The A&I, Human Resources Division has recently published the 2004 Market Based Pay Rates for all classifications on its website at <http://personnel.state.wy.us/secc/seccindex.htm>. These numbers reflect 95% of the entry market hiring rate and will serve as the minimum salaries agencies may pay for a classification. I encourage you to contact your agency Human Resource managers for specific details, noting that final policies are still underway.

Much work has been done and remains to be done. Your communications and ongoing involvement are important to this process, and I will continue to provide you information as it becomes available. Thank you for your hard work.

Best regards,
Dave Freudenthal
Governor